DEPARTMENT OF NATIONAL DEFENCE
CANADA

DIRECTOR GENERAL MILITARY PERSONNEL
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&
OPERATIONAL RESEARCH DIVISION
PERSONNEL OPERATIONAL RESEARCH TEAM

ORD PROJECT REPORT 9703

FEMALE PARTICIPATION IN THE REGULAR FORCE OF THE CANADIAN FORCES (1989 - 1997)

by

L. Tanner

APRIL 1997

OTTAWA, ONTARIO

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ABSTRACT

This project report provides a synopsis of female participation in the Regular Force of the Canadian Forces (CF). With the removal of restrictions on the employment of women in the CF as ordered by a Canadian Human Rights Tribunal in 1989 coupled with the downsizing efforts of the Regular Force since the early 1990's, the participation of women in the military has shown limited change over the last eight years. With the reductions, the overall numbers of both women and men are currently below 1989 levels. However, the proportional decrease has generally been greater for men than it has been for women, resulting in female representation rates now being almost 1% higher than in 1989. This trend is seen for both officers and non-commissioned members (NCMs), although female representation rates have decreased slightly for NCMs since peaking in 1994 while female representation rates continue to increase for officers. Female participation continues to be highest in the more traditional types of MOC groups for women (ex. medical/dental and support) and lowest in the operational type MOC groups.

RÉSUMÉ

Le rapport de projet résume les faits concernant la participation des femmes au sein de la Force régulière des Forces canadiennes (FC). Bien que les restrictions à l'emploi des femmes dans les FC aient été éliminées par ordre du Tribunal canadien des droits de la personne en 1989 et que les efforts de réduction de la Régulière se poursuivent depuis les années 90, la participation des femmes dans le milieu militaire n'a que très peu changé au cours des huit dernières années. En tenant compte des réductions, le nombre tant de femmes que d'hommes est actuellement moindre que celui de 1989. Cependant, la diminution du nombre d'hommes est proportionnellement plus grande que celle des femmes en général. Par conséquent, le taux de représentation des femmes est 1% plus grand maintenant qu'il ne l'était en 1989. Cette tendance est vraie tant chez les officiers que chez les militaires du rang (MR), mais le taux de représentation des femmes MR diminue un peu depuis 1994 alors qu'il

continue à s'accroître chez les femmes officiers. La participation des femmes demeure plus grande dans les GPM plus traditionnellement choisis par les femmes (par ex. les GPM associés aux services de santé/dentaires et aux services de soutien) et plus faible dans les GPM de nature opérationnelle.

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FEMALE PARTICIPATION IN THE REGULAR FORCE OF THE CANADIAN FORCES (1989 - 1997)

EXECUTIVE SUMMARY

BACKGROUND AND METHODOLOGY

1. This project report provides a synopsis of female participation in the Regular Force of the Canadian Forces (CF). With the removal of restrictions on the employment of women in the CF as ordered by a Canadian Human Rights Tribunal in 1989 coupled with the downsizing efforts of the Regular Force since the early 1990's, the participation of women in the military has undergone limited change over the last eight years. The following discussion summarizes the trends observed since 1989, for both officers and non-commissioned members (NCMs) in various military occupation (MOC) groups. The analysis is based on the total strength of the Regular Force of the CF and does not include the Reserve component .

RESULTS

2. With the reductions in the Regular Force, the overall numbers of both women and men are currently below 1989 levels. However, the proportional reduction has generally been greater for men than it has been for women, resulting in the overall female representation rate increasing from 9.9% in 1989 to a high of 11.1% in 1994 and then decreasing slightly to 10.7% in 1997. This trend is seen for both officers and non-commissioned members (NCMs), although female representation rates have decreased slightly for NCMs since peaking in 1994 while female representation rates continue to increase for officers. The female representation rates for officers and NCMs are currently 11.3% and 10.5% respectively.

3. Female participation continues to be highest in the more traditional types of MOC groups for women (ex. medical/dental and support) and lowest in the operational type MOC

groups. However it is encouraging to observe that both the numbers and the percentages of female officers in the Operational and Engineer MOC groups have actually increased since 1989. Similar change has occurred in the Combat Arms and Sea Operational/Technical MOC groups for NCMs.

4. As part of the Canadian Human Rights Commission (CHRC) audit process regarding gender integration in the CF, selected officer and NCM MOCs (31 MOCs in total) have been monitored. The majority of these MOCs were originally identified to be part of the Combat Related Employment of Women (CREW) trials in the late 1980's, but the trials were cancelled after the Canadian Human Rights Tribunal decision in 1989. Whereas the number of men in the monitored MOCs has decreased over the period since 1989, the number of women has more than doubled. Hence overall female representation rates in the monitored MOCs have increased, from 1.6% to 4.6% for officers and from 0.8% to 2.0% for NCMs.

FEMALE PARTICIPATION IN THE REGULAR FORCE OF THE CANADIAN FORCES (1989 - 1997)

INTRODUCTION

1. With the removal of restrictions on the employment of women in the Canadian Forces (CF) as ordered by a Canadian Human Rights Tribunal in 1989 and the downsizing efforts of the Regular Force since the early 1990's, the participation of women in the military has changed slightly over the last eight years. The following synopsis summarizes the trends observed since 1989, for both officers and non-commissioned members (NCMs) in various military occupation (MOC) groups within the Regular Force. This analysis provides essential background information when addressing issues related to women in the CF.

METHODOLOGY

2. The data used to analyze female participation trends in the CF were extracted from the Military Personnel Information System (MPIS), the main personnel database for the CF. Snapshots as of the first of January of each year from 1989 to 1997 were used in this analysis, which is based on the total strength of the Regular Force. This analysis concentrates on the Regular Force exclusively and does not include the Reserve component of the CF.

OVERVIEW

3. As shown in Figure 1 and summarized in Table 1, the total numbers of both women and men in the Regular Force are currently at levels lower than those in 1989. Whereas the total number of men has been dropping over the entire period, the total number of women increased until 1991 and then began to decrease. Of particular note is that since 1995 the total number of women has in fact been decreasing at a faster rate than that observed for the

total number of men. The initial growth in the number of women combined with the continual decrease in the number of men resulted in the total female representation rate increasing to a high of 11.1% in 1994 from 9.9% in 1989. (The female representation rate is simply the number of women divided by the total number of men and women, expressed as a percentage.) However, with the recent downsizing efforts and the emphasis on the operational component of the Regular Force, the total female representation rate has since dropped slightly to 10.7%, albeit a level still higher than that observed in 1989.

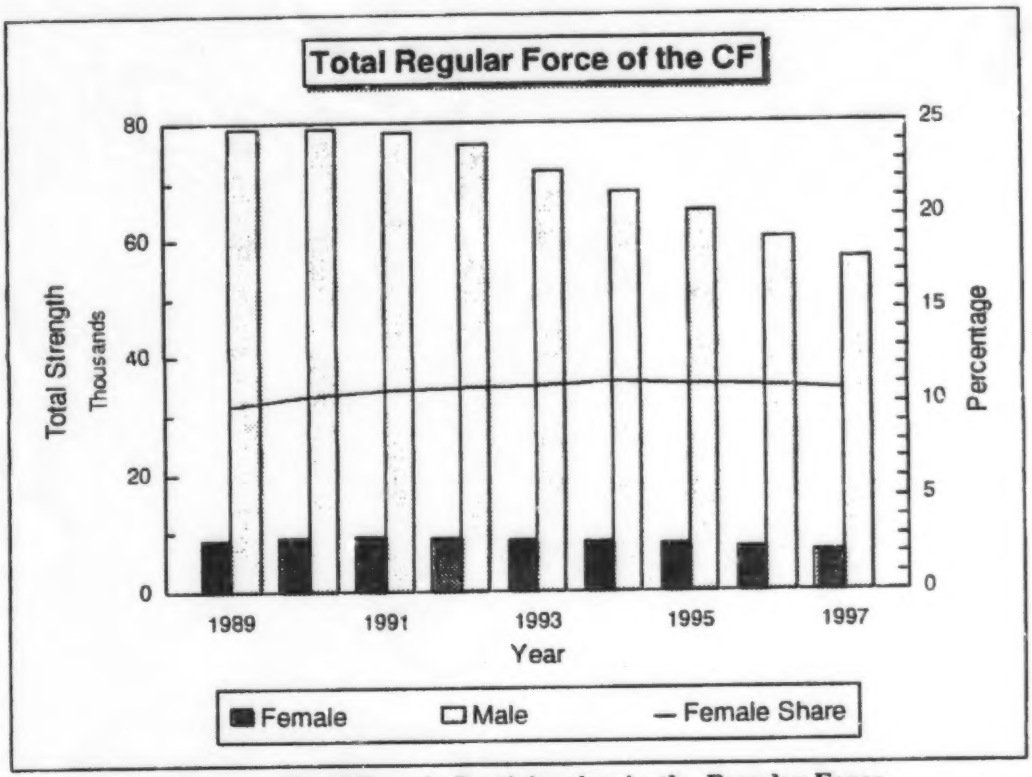

Figure 1: Total Female Participation in the Regular Force

Table I: Changes in the Regular Force Strength of the CF

	1989	1997	% CHANGE
FEMALE	8,641	6,782	- 21.5%
MALE	79,056	56,859	- 28.1%
TOTAL	87,697	63,641	- 27.4%
FEMALE SHARE	9.9%	10.7%	

OFFICER COMPONENT

4. **Total** As shown in Figure 2 and summarized in Table II, the total numbers of both female and male Regular Force officers are now at levels lower than those in 1989. Whereas the total number of male officers increased only until 1990 before decreasing, the total number of female officers grew between 1989 and 1994 and then began to drop. The longer period of growth in the number of female officers combined with the larger decrease in the number of male officers has resulted in the total female representation rate for the Regular Force officer component steadily increasing over the period from 9.3% in 1989 to 11.3% in 1997.

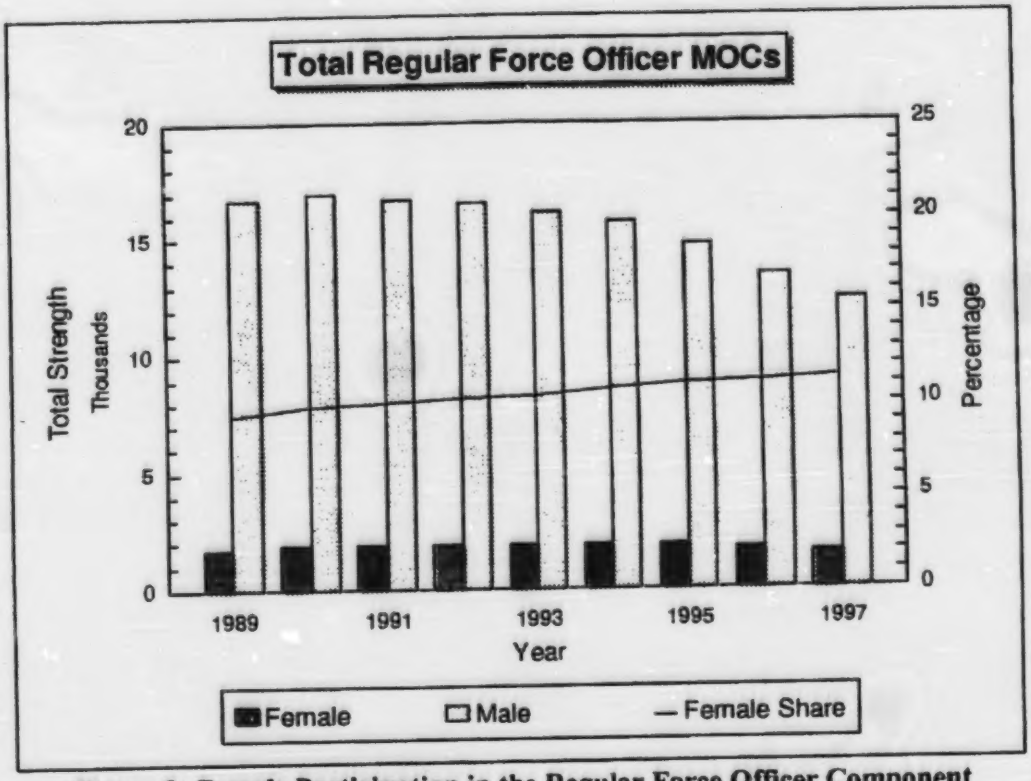

Figure 2: Female Participation in the Regular Force Officer Component

Table II: Changes in the Regular Force Officer Strength of the CF

	1989	1997	% CHANGE
FEMALE	1,718	1,573	- 8.4%
MALE	16,747	12,368	- 26.2%
TOTAL	18,465	13,941	- 24.5%
FEMALE SHARE	9.3%	11.3%	

5. **MOC Groups** The trends in female participation in four Regular Force officer MOC groups (Operational, Engineer, Medical/Dental (Med/Dent) and Support) are shown in Figure 3 and summarized in Table III. (A list of the Regular Force officer MOCs in each of the four groups is contained in Annex A, and a table highlighting the changes in female participation in each of the individual officer MOCs is contained in Annex B.) The numbers of female officers in both the Operational and Engineer MOC groups are currently above 1989 levels, although the number of female engineer officers actually peaked in 1994 and has since decreased. The number of female officers in the Operational MOC group is substantially higher than that observed in 1989 and has yet to experience a downward trend as seen in the other MOC groups, which is encouraging as the CF has undertaken efforts to open all MOCs to women. The numbers of female officers in the Med/Dent and Support MOC groups are below 1989 levels, their numbers having fallen since the early 1990's. The numbers of male officers are below 1989 levels in all four MOC groups, the most substantial drops occurring in the Med/Dent and Support MOC groups.

6. Interestingly, the number of female officers in the Med/Dent MOC group has decreased more than the number of male officers, which can mostly be attributed to a large reduction in the Nursing MOC (MOC 57) during the 1995 Force Reduction Program. It is not surprising then that female representation rates have steadily increased in all of the other officer MOC groups, while the female representation rate in the Med/Dent MOC group has been decreasing. Despite this drop, female representation rates have remained highest in the Med/Dent MOC group in accordance with traditional patterns, while the Operational MOC group has continued to have the lowest female representation rates.

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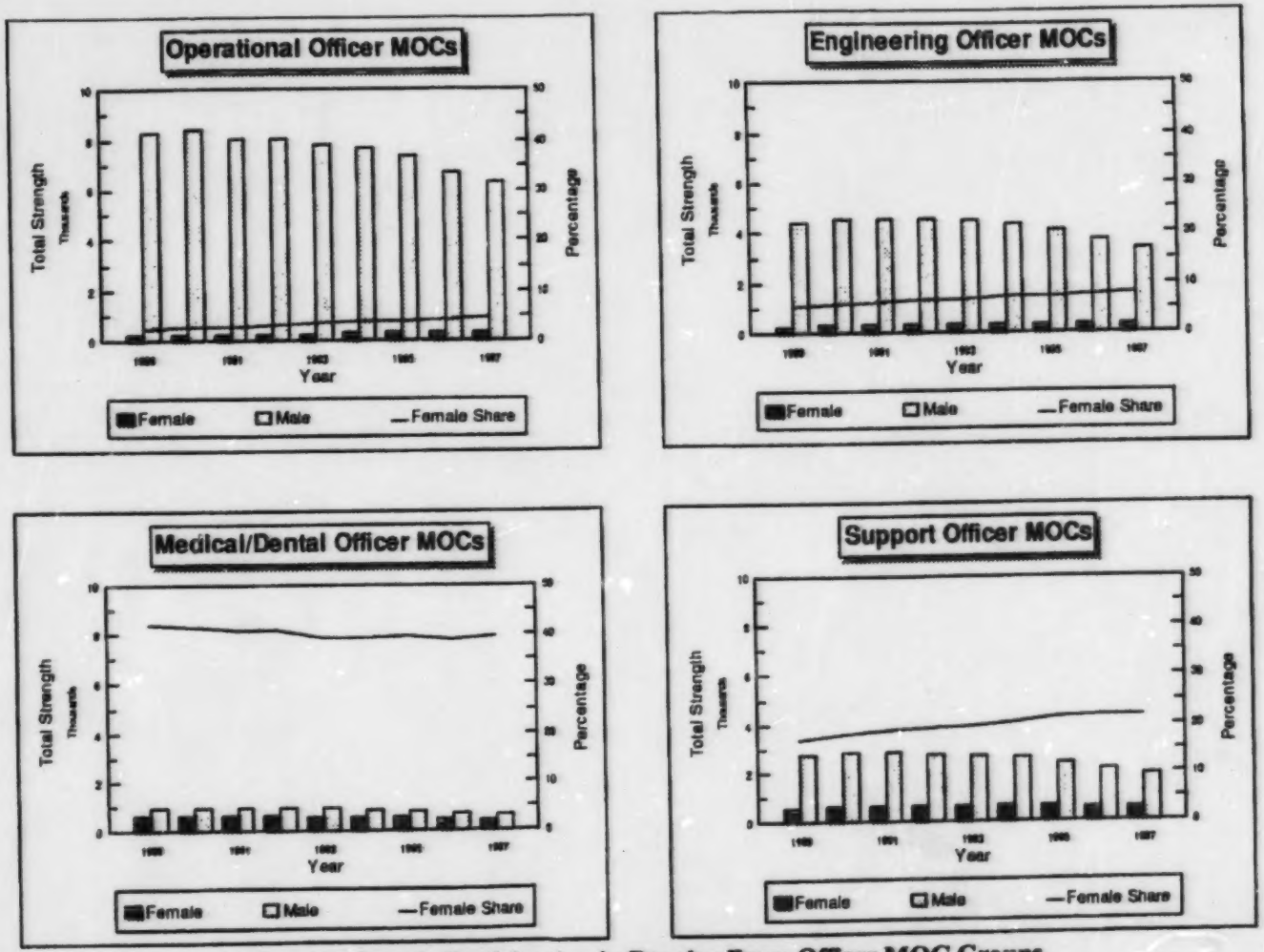

Figure 3: Female Participation in Regular Force Officer MOC Groups

Table III: Changes in the Regular Force Officer MOC Group Strengths

MOC GROUP	GENDER	1989	1997	% CHANGE
OPERATIONAL	FEMALE	201	311	+ 54.7%
	MALE	8,268	6,268	- 24.2%
	TOTAL	8,469	6,579	- 22.3%
	FEMALE SHARE	2.4%	4.7%	
ENGINEER	FEMALE	251	296	+ 17.9%
	MALE	4,416	3,334	- 24.5%
	TOTAL	4,667	3,630	- 22.2%
	FEMALE SHARE	5.4%	8.2%	
MED/DENT	FEMALE	653	410	- 37.2%
	MALE	911	628	- 31.1%
	TOTAL	1,564	1,038	- 33.6%
	FEMALE SHARE	41.8%	39.5%	
SUPPORT	FEMALE	567	531	- 6.4%
	MALE	2,762	1,903	- 31.1%
	TOTAL	3,329	2,434	- 26.9%
	FEMALE SHARE	17.0%	21.8%	

7. **Occupational Distribution** With the changes in total strength over the period since 1989, it is also interesting to examine the shift in the occupational distribution among the four officer MOC groups for women and men in the Regular Force. As shown in Table IV, the occupational distribution for male officers has changed very little between 1989 and 1997, with the largest proportion of men still traditionally found in the Operational MOC group (51.6%). The relatively stable occupational distribution for male officers is a result of the similar proportional decreases in the number of men in each of the MOC groups (as

previously shown in Table III). On the other hand, the occupational distribution for female officers has changed substantially. Although the largest proportions of women are still found in the Med/Dent and Support MOC groups, a much larger proportion are now in the Operational and Engineer MOC groups (20.1% and 19.1% respectively). This is not surprising since the Operational and Engineer MOC groups are the only two to experience a growth in the number of women over the period (Table III).

Table IV: Occupational Distribution for Regular Force Officers

	FEMALE OFFICERS		MALE OFFICERS	
MOC GROUP	1989	1997	1989	1997
OPERATIONAL	12.0%	20.1%	50.5%	51.6%
ENGINEER	15.0%	19.1%	27.0%	27.5%
MED/DENT	39.1%	26.5%	5.6%	5.2%
SUPPORT	33.9%	34.3%	16.9%	15.7%

8. **Monitored MOCs** As part of the Canadian Human Rights Commission (CHRC) audit process regarding gender integration in the CF, selected officer MOCs have been monitored. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) trials in the late 1980's because they had been previously closed to women. These trials were subsequently cancelled by the Canadian Human Rights Tribunal in 1989 when all MOCs and areas of employment, with the exception of submarine service, were opened to women. There were originally eight monitored Regular Force officer MOCs, six of which comprised the Operational MOC group and two of which were part of the Engineer MOC group. (The monitored MOCs are identified in the MOC lists found in Annex A.) One of these monitored MOCs, MILE (MOC 45), has recently been split into two separate MOCs, so for consistency in the analysis, both of these new MOCs will be considered "monitored".

9. As shown in Figure 4 and summarized in Table V, the total number of male officers in monitored MOCs has decreased since 1991 and is currently lower than that observed in 1989. On the other hand, the total number of female officers in these MOCs has been continuously increasing, more than doubling in size. As a result, the female representation rate for the monitored officer MOCs has increased substantially, from 1.6% in 1989 to 4.6% in 1997.

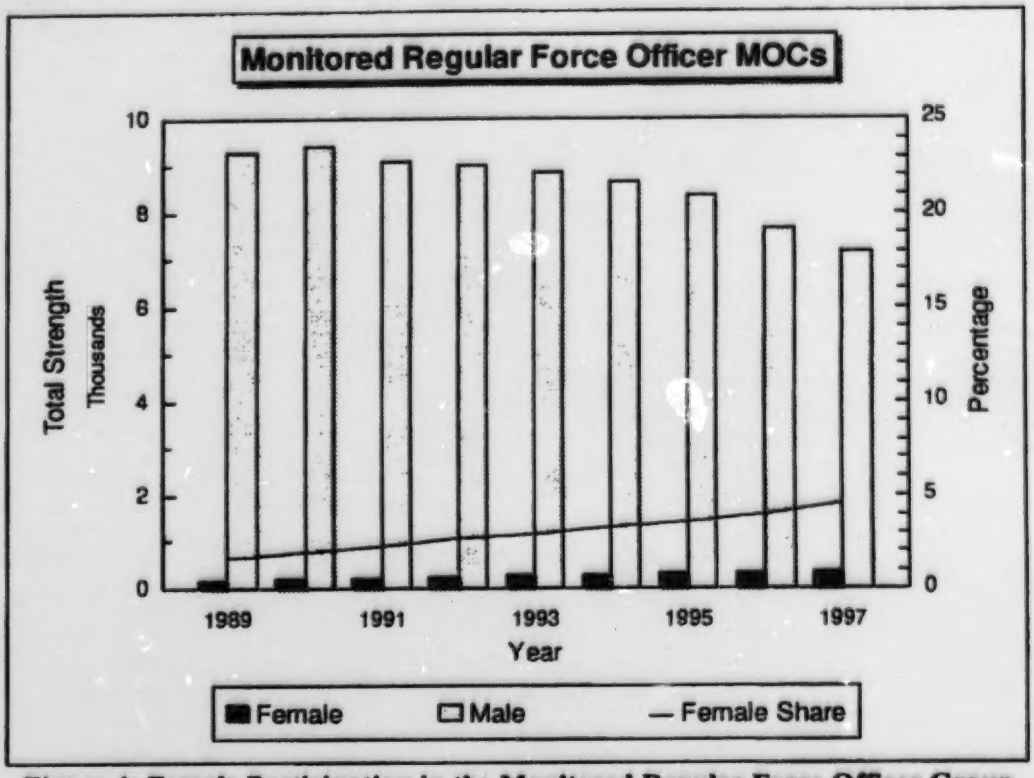

Figure 4: Female Participation in the Monitored Regular Force Officer Group

Table V: Changes in the Monitored Regular Force Officer Strength

	1989	1997	% CHANGE
FEMALE	152	346	+ 127.6%
MALE	9,314	7,193	- 22.8%
TOTAL	9,466	7,539	- 20.4%
FEMALE SHARE	1.6%	4.6%	

NCM COMPONENT

10. **Total** As shown in Figure 5 and summarized in Table VI, the total numbers of both female and male Regular Force NCMs are currently lower than in 1989. Whereas the number of male NCMs has been dropping over the entire period, the number of female NCMs increased until 1991 and then began to decrease. It should be noted that the rate of decrease has indeed been greater for female NCMs as a whole over the last three years. The initial growth in the number of female NCMs combined with the continual decrease in the number of male NCMs caused the total female NCM representation rate to increase to a high of 11.2% in 1994 from 10.0% in 1989. However, with the recent downsizing and the enhancement of the operational component of the Regular Force, the rate has since dropped to 10.5% in 1997, although is still at a level higher than that observed in 1989.

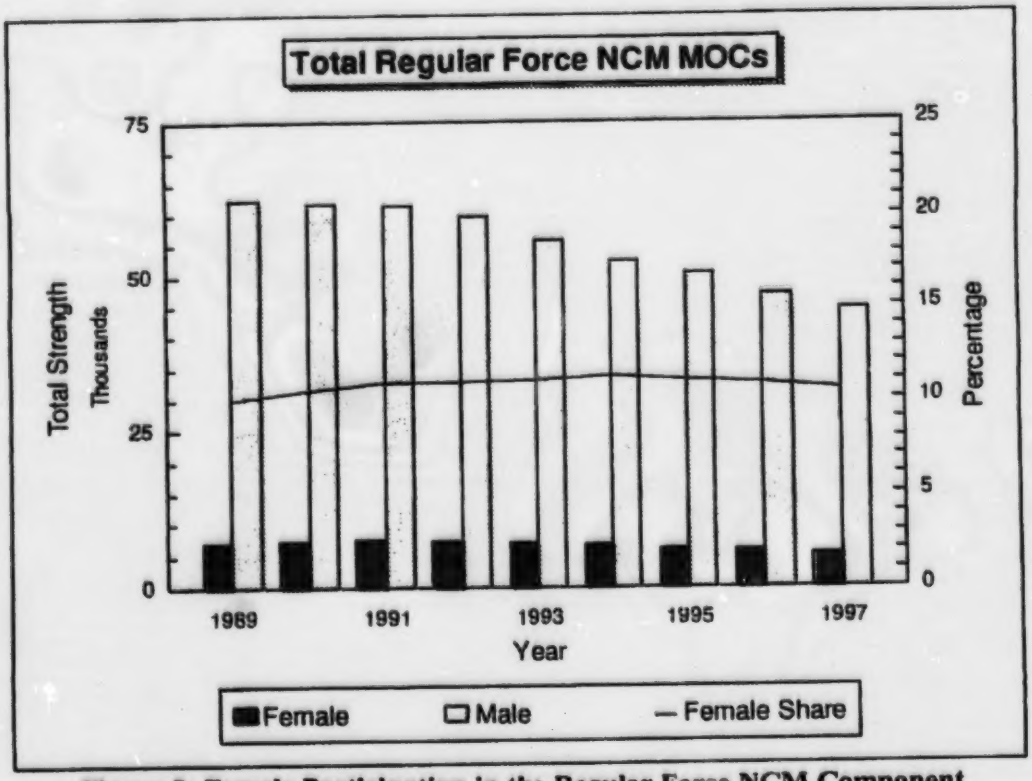

Figure 5: Female Participation in the Regular Force NCM Component

Table VI: Changes in the Regular Force NCM Strength of the CF

	1989	1997	% CHANGE
FEMALE	6,923	5,209	- 24.8%
MALE	62,309	44,491	- 28.6%
TOTAL	69,232	49,700	- 28.2%
FEMALE SHARE	10.0%	10.5%	

11. **MOC Groups** The trends in eight Regular Force NCM MOC groups are shown in Figure 6 and summarized in Table VII. (A list of the Regular Force NCM MOCs in each of the MOC groups is contained in Annex A, and a table highlighting the changes in female participation in each of the individual NCM MOCs is contained in Annex B.) In all but the Combat Arms and Sea Operational/Technical (Sea Ops/Tech) MOC groups, the numbers of both female and male NCMs are currently below 1989 levels, having decreased since the beginning of the period. The Combat Arms MOC group experienced a drop in the numbers of both women and men between 1991 and 1994, but these numbers have since been on the rise, particularly for women, whose population in this MOC group is currently above 1989 levels. The numbers of female and male NCMs in the Sea Ops/Tech MOC group have fluctuated over the period, with the number of women currently above 1989 levels in this MOC group as well.

12. Male NCMs have generally experienced larger overall proportional decreases in their numbers than have female NCMs, and consequently the female representation rates are above 1989 levels in all of the NCM MOC groups except the Air Ops/Tech and Electrical and Mechanical Engineering (EME) MOC groups, where the female representation rates have remained relatively stable. It should also be noted that the female representation rate remains highest in the Medical/Dental (Med/Dent) MOC group and lowest in the Combat Arms MOC group.

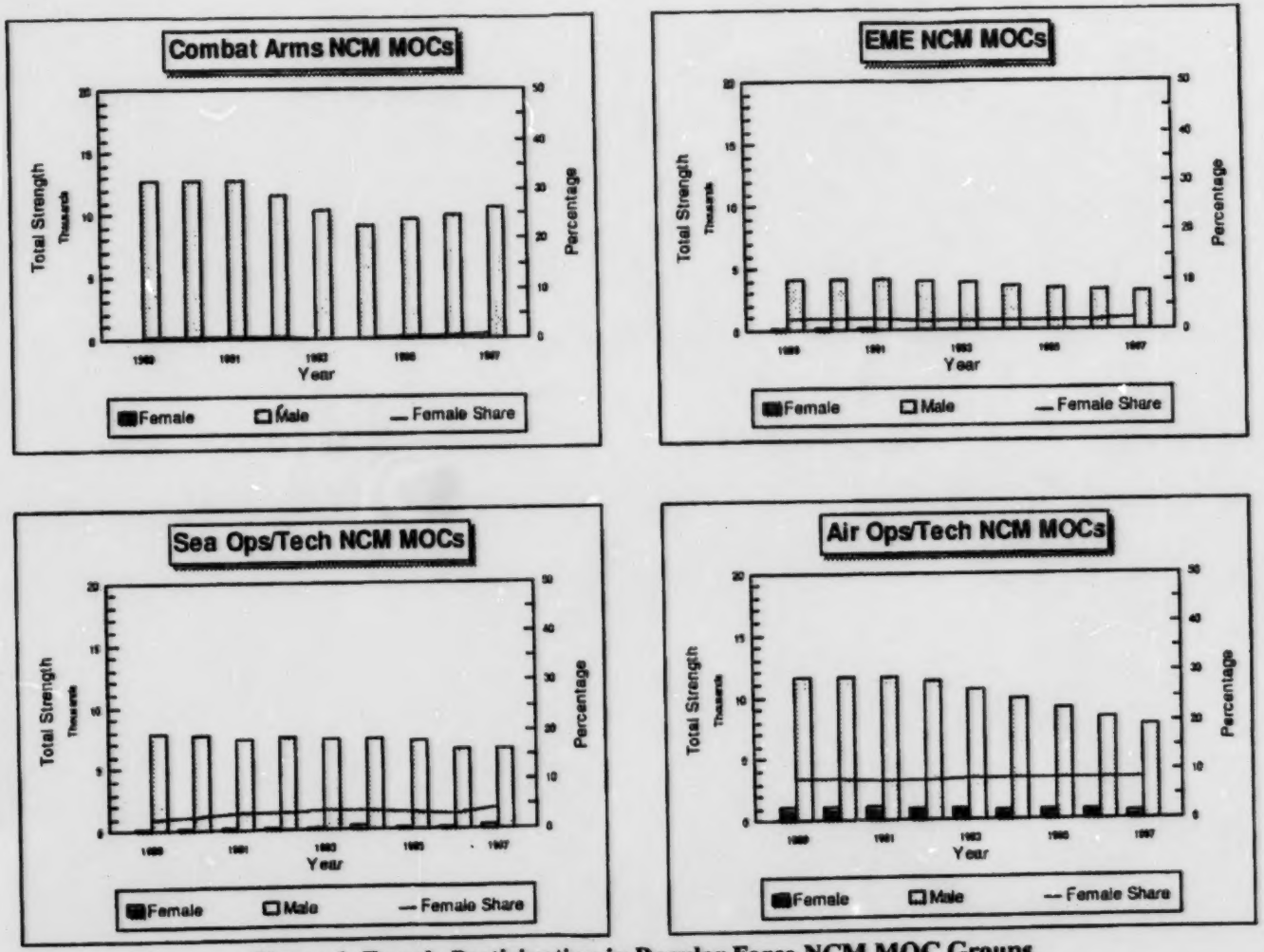

Figure 6: Female Participation in Regular Force NCM MOC Groups

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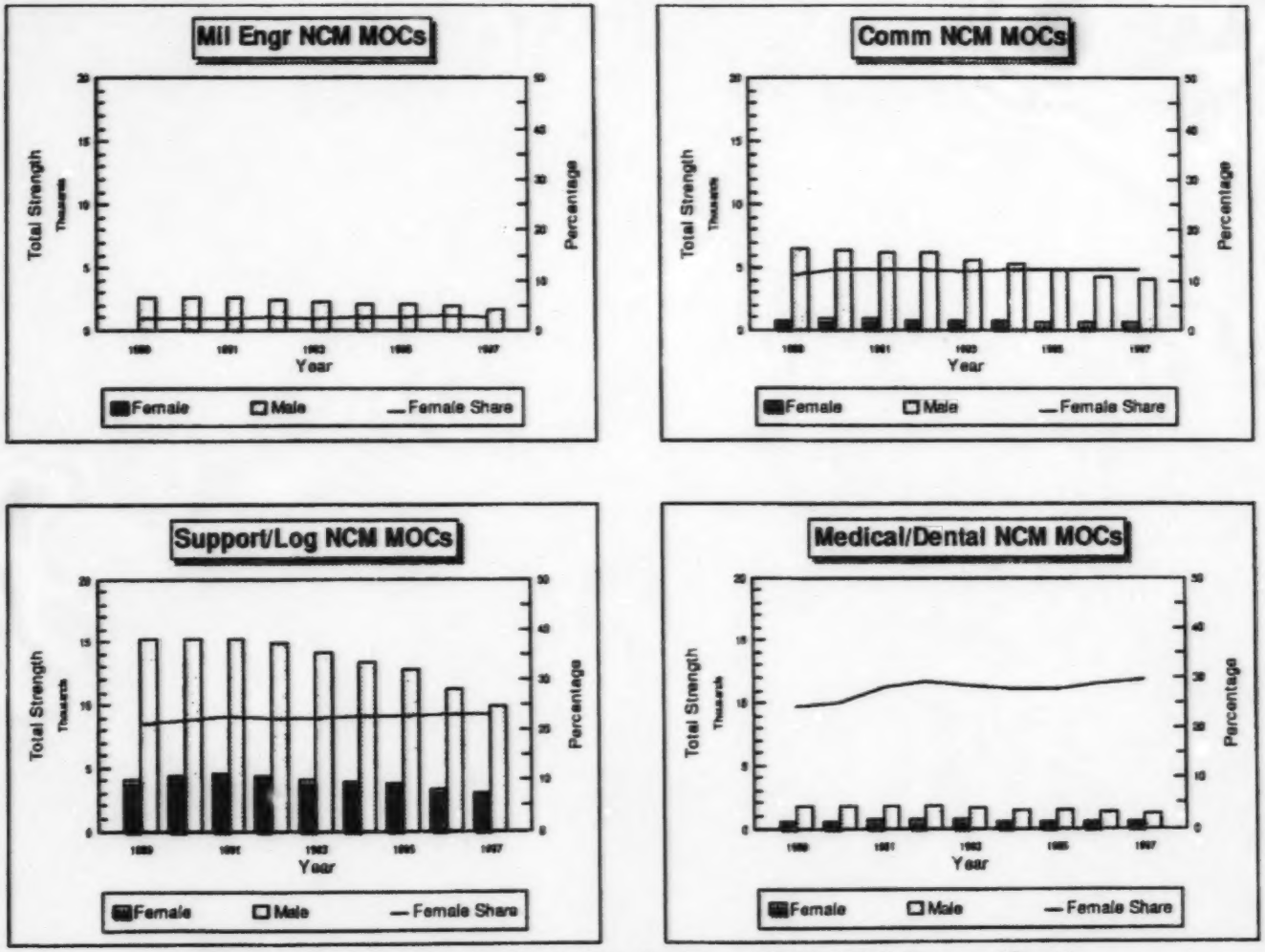

Figure 6: Female Participation in Regular Force NCM MOC Groups (Cont.)

Table VII: Changes in the Regular Force NCM MOC Strengths of the CF

MOC GROUP	GENDER	1989	1997	% CHANGE
COMBAT ARMS	FEMALE	48	66	+ 37.5%
	MALE	12,701	10,454	- 17.7%
	TOTAL	12,749	10,520	- 17.5%
	FEMALE SHARE	0.4%	0.6%	
SEA OPS/TECH	FEMALE	202	298	+ 47.5%
	MALE	7,840	6,500	- 17.1%
	TOTAL	8,042	6,798	- 15.5%
	FEMALE SHARE	2.5%	4.4%	
AIR OPS/TECH	FEMALE	1,073	718	- 33.1%
	MALE	11,572	7,704	- 33.4%
	TOTAL	12,645	8,422	- 33.4%
	FEMALE SHARE	8.5%	8.5%	
EME	FEMALE	94	68	- 27.7%
	MALE	4,040	3,037	- 24.8%
	TOTAL	4,134	3,105	- 24.9%
	FEMALE SHARE	2.3%	2.2%	
MIL ENGR	FEMALE	59	51	- 13.6%
	MALE	2,619	1,726	- 34.1%
	TOTAL	2,678	1,777	- 33.6%
	FEMALE SHARE	2.2%	2.9%	
COMM	FEMALE	799	568	- 28.9%
	MALE	6,548	4,105	- 37.3%
	TOTAL	7,347	4,673	- 36.4%
	FEMALE SHARE	10.9%	12.2%	
SUPPORT/LOG	FEMALE	4,075	2,962	- 27.3%
	MALE	15,190	9,818	- 35.4%
	TOTAL	19,265	12,780	- 33.7%
	FEMALE SHARE	21.2%	23.2%	
MED/DENT	FEMALE	573	478	- 16.6%
	MALE	1,799	1,139	- 36.7%
	TOTAL	2,372	1,617	- 31.8%
	FEMALE SHARE	24.2%	29.6%	

13. **Occupational Distribution** Despite the changes in total strength over the period since 1989, there has been little shift in the occupational distribution among the eight NCM MOC groups for women and men in the Regular Force. As shown in Table VIII, the occupational distributions for both female and male NCMs have changed only slightly between 1989 and 1997. The majority of women are still traditionally found in the Support/Logistics (Support/Log) MOC group (56.8%), while the largest proportions of men have always been found in the Combat Arms and Support/Log MOC groups (23.5% and 22.1% respectively). The relatively stable occupational distributions for NCMs are a result of the generally similar proportional decreases in the number of women and men in each of the MOC groups (as previously shown in Table VII).

Table VIII: Occupational Distribution for Regular Force NCMs

	FEMALE NCMS		MALE NCMS	
MOC GROUP	1989	1997	1989	1997
COMBAT ARMS	0.7%	1.3%	20.4%	23.5%
SEA OPS/TECH	2.9%	5.7%	12.6%	14.6%
AIR OPS/TECH	15.5%	13.8%	18.6%	17.3%
EME	1.4%	1.3%	6.5%	6.8%
MIL ENGR	0.9%	1.0%	4.2%	3.9%
COMM	11.5%	10.9%	10.5%	9.2%
SUPPORT/LOG	58.8%	56.8%	24.3%	22.1%
MED/DENT	8.3%	9.2%	2.8%	2.6%

14. **Monitored MOCs** There are 23 monitored Regular Force NCM MOCs; five in the Combat Arms MOC group, 14 in the Sea Ops/Tech MOC group, two in the Air Ops/Tech MOC group and two in the Communications (Comm) MOC group. (Each of the monitored MOCs are identified in the MOC lists found in Annex A.) As shown in Figure 7 and

summarized in Table IX, the total number of male NCMs in monitored MOCs is currently lower than that observed in 1989, having decreased until 1996 and then increasing in the last year. On the other hand, the total number of female NCMs in these MOCs has fluctuated more, not experiencing a substantial growth or decline until 1996 when the number of women increased by over 100 individuals. As a result, the female representation rate for the monitored NCM MOCs has more than doubled, from 0.8% in 1989 to 2.0% in 1997.

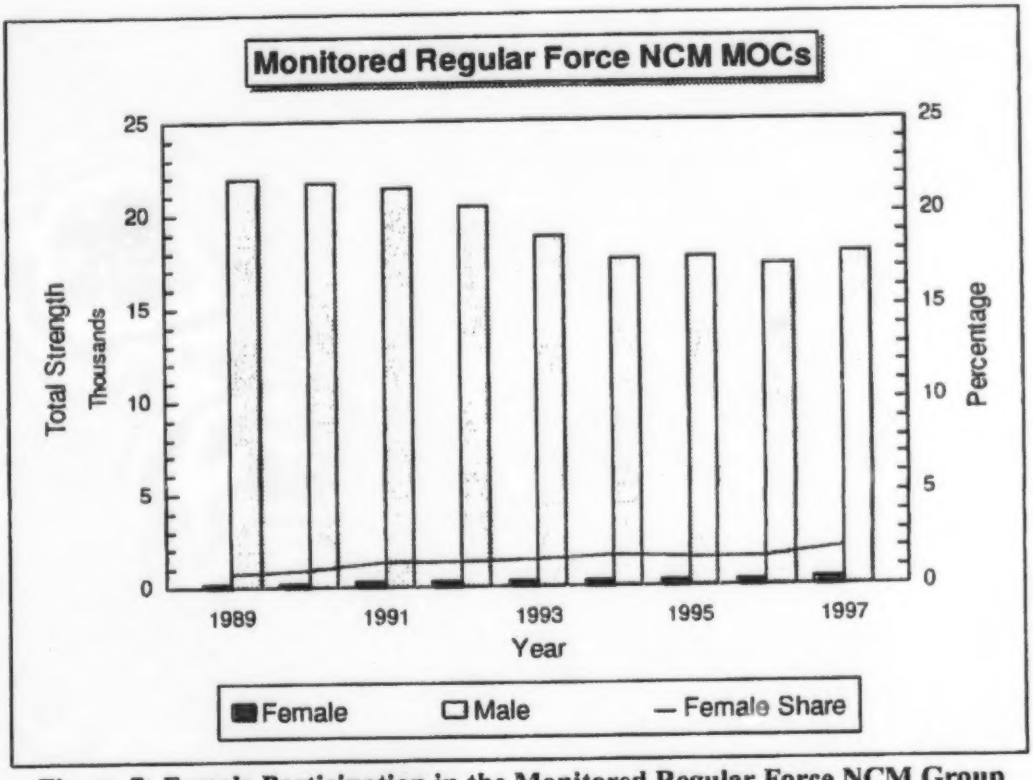

Figure 7: Female Participation in the Monitored Regular Force NCM Group

Table IX: Changes in the Monitored Regular Force NCM Strength

	1989	1997	% CHANGE
FEMALE	165	362	+ 119.4%
MALE	21,973	17,846	- 18.8%
TOTAL	22,138	18,208	- 17.8%
FEMALE SHARE	0.8%	2.0%	

SUMMARY

15. With the downsizing efforts of the Regular Force, the overall numbers of both women and men are now well below 1989 levels. However, the decrease in the number of men has generally been greater than that for women, resulting in a modest increase in the female representation rate, from 9.9% to 10.7%, over the eight year period. This trend is seen for both officers and NCMs, although the female representation rate has decreased slightly for NCMs since peaking in 1994 while for officers the female representation rate continues to increase. Female participation in the monitored MOCs has increased but continues to be substantially lower than that seen for the overall officer and NCM populations. Female representation rates in the monitored MOCs have increased from 1.6% to 4.6% for officers and from 0.8% to 2.0% for NCMs. Female participation continues to be highest in the more traditional MOC groups for women (Med/Dent and Support) and lowest in the operational type MOC groups.

Annex A
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OCCUPATIONAL GROUPS IN THE CANADIAN FORCES

Background

1. In the gender analyses of the Canadian Forces (CF), the individual military occupations (MOCs) for Regular Force officers and non-commissioned members (NCMs) have been divided 12 groups - four for the officer MOCs and eight for the NCM MOCs. The groups are listed below with their respective MOCs. In addition, selected MOCs are annotated as being "monitored". As part of the Canadian Human Rights Commission (CHRC) audit process regarding gender integration in the CF, female participation in specific MOCs has been tracked. The majority of these MOCs were to be part of the Combat Related Employment of Women (CREW) Trials in the late 1980's because they had been previously closed to women. However, these trials were cancelled by the Canadian Human Rights Tribunal in 1989 when all MOCs, with the exception of submarine service, were opened to women. Subsequently, the progress of women in these MOCs has been monitored by the CHRC as the CF moves toward the target of full gender integration by 1999.

Officers

2. In the gender analyses of the CF, four MOC groups have been used for Regular Force officers:

a. the Operational MOC group which includes the following MOCs:
   i. Armoured (ARMD) - MOC 21 (monitored),
   ii. Artillery (ARTY) - MOC 22 (monitored),
   iii. Infantry (INF) - MOC 23 (monitored),

iv. Air Navigator (ANAV) - MOC 31 (monitored),

v. Pilot (PLT) - MOC 32 (monitored),

vi. Air Traffic Control (ATC) - MOC 63,

vii. Air Weapons Control (AWC) - MOC 64,

viii. Flight Engineer (FLE) - MOC 65, and

ix. Maritime Surface and Sub-Surface (MARS) - MOC 71 (monitored);

b. the Engineer MOC group which includes the following MOCs:

i. Engineering (ENG) - MOC 24 (monitored),

ii. Aerospace Engineering (AERE) - MOC 41,

iii. Communications and Electronic Engineering (CELE) - MOC 42,

iv. Electrical and Mechanical Engineering (EME) - MOC 43,

v. Maritime Engineering (MARE) - MOC 44 (monitored),

vi. Military Engineering (MILE) - MOC 45 (monitored), and

vii. Airfield Engineering (AF ENGR) - MOC 46 (monitored);

c. the Medical/Dental MOC group which includes the following MOCs:

i. Health Care Administrator (HCA) - MOC 48,

ii. Physiotherapist (PHYSIO) - MOC 49,

iii. Dental (DENT) - MOC 51,

iv. Dental Associate Officer (DAO) - MOC 52,

v. Pharmacist (PHARM) - MOC 54,

vi. Medical (MED) - MOC 55,

vii. Medical Associate Officer (MAO) - MOC 56,

viii. Nursing (NURS) - MOC 57, and

ix. Social Worker (SOCW) - MOC 58; and

d. the Support MOC group which includes the following MOCs:

i. Physical Education and Recreation (PE&R) - MOC 53,

ii. Pastoral Associate (Roman Catholic) (PA(RC)) - MOC 59,

iii. Chaplain (Protestant) (CHAP(P)) - MOC 61,

iv. Chaplain (Roman Catholic) (CHAP(RC)) - MOC 62,

v. Public Affairs (PAFF) - MOC 66,

vi. Legal (LEG) - MOC 67,

vii. Personnel Administration (PADM) - MOC 68,

viii. Logistics (LOG) - MOC 69,

ix. Personnel Selection (PSEL) - MOC 72,

x. Training Development (TDEV) - MOC 74,

xi. Music (MUSC) - MOC 75,

xii. Postal (POST) - MOC 76,

xiii. Security (SECUR) - MOC 81, and

xiv. Intelligence (INT) - MOC 82.

NCMs

3. In addition to the four MOC groups used for officers, eight MOC groups have been used for Regular Force NCMs. These groups are based roughly on the groupings used in the Projected Status Report (PSR), promulgated by the Directorate of Establishment and Personnel Requirements (DEPR):

a. the Combat Arms MOC group which includes the following MOCs:

i. Crewman (CRMN) - MOC 011 (monitored),

ii. Artilleryman Field (ARTYMN FD) - MOC 021 (monitored),

iii. Artilleryman Air Defence (ARTYMN AD) - MOC 022 (monitored),

iv. Infantryman (INFMN) - MOC 031 (monitored),

v. Field Engineer (FD ENGR) - MOC 041 (monitored), and

vi. Field Engineer Equipment Operator (FEE OP) - MOC 042;

b. the Sea Operational/Technical MOC group which includes the following MOCs:

i. Naval Weapons Technician (NW TECH) - MOC 065 (monitored),

ii. Boatswain (BOSN) - MOC 181 (monitored),

iii. Oceanographic Operator (OCEAN OP) - MOC 191,

iv. Naval Signalman (NAV SIG) - MOC 262 (monitored),

v. Naval Acoustics Operator (NAC OP) - MOC 273 (monitored),

vi. Naval Radio Operator (NRAD OP) - MOC 274 (monitored),

vii. Naval Combat Information Operator (NCI OP) - MOC 275 (monitored),

viii. Naval Electronic Sensor Operator (NES OP) - MOC 276 (monitored),

ix. Naval Electronic Technician (Acoustics) (NE TECH A) - MOC 283 (monitored),

x. Naval Electronic Technician (Communications) (NE TECH C) - MOC 284 (monitored),

xi. Naval Electronic Technician (Tactician) (NE TECH T) - MOC 285 (monitored),

xii. Naval Electronic Technician (Systems) (NE TECH S) - MOC 286,

xiii. Marine Engineer Mechanic (MAR ENG MECH) - MOC 312 (monitored),

xiv. Marine Engineer Technician (MAR ENG TECH) - MOC 313 (monitored),

xv. Marine Engineer Artificer (MAR ENG ART) - MOC 314,

xvi. Hull Technician (HULL TECH) - MOC 321 (monitored),

xvii. Electrical Technician (ELEC TECH) - MOC 331,

xviii. Marine Electrician (MAR EL) - MOC 332 (monitored),

xix. Clearance Diver (CL DIV) - MOC 341, and

xx. Clearance Diver Technician (CL DIV TECH) - MOC 342;

c. the Air Operational/Technical MOC group which includes the following MOCs:

i. Airborne Electronic Sensor Operator (AES OP) - MOC 081 (monitored),

ii. Flight Engineer (FLT ENGR) - MOC 091 (monitored),

iii. Meteorological Technician (MET TECH) - MOC 121,

iv. Search and Rescue Technician (SAR TECH) - MOC 131,

v. Air Traffic Controller (AIR T CON) - MOC 161,

vi. Air Defence Technician (AD TECH) - MOC 171,

vii. Aero-Engine Technician (AE TECH) - MOC 511,

viii. Airframe Technician (AF TECH) - MOC 512,

ix. Aviation Technician (AVN TECH) - MOC 513,

x. Aviation Technician (AVN TECH) - MOC 514,

xi. Integral Systems Technician (IS TECH) - MOC 521,

xii. Communications and Radar Systems Technician (CRS TECH) - MOC 524,

xiii. Avionics Technician (AVS TECH) - MOC 525,

xiv. Avionics Technician (AVS TECH) - MOC 526,

xv. Safety Systems Technician (SS TECH) - MOC 531,

xvi. Photographic Technician (PHT TECH) - MOC 541,

xvii. Instrument Electrical Technician (IE TECH) - MOC 551,

xviii. Metals Technician (MTL TECH) - MOC 561,

xix. Machinist (MACH) - MOC 562,

xx. Refinisher Technician (REF TECH) - MOC 563,

xxi. Aircraft Structures Technician (ACS TECH) - MOC 565,

xxii. Weapons Technician (Air) (W TECH A) - MOC 571, and

xxiii. Air Weapons Technician (AWS TECH) - MOC 572;

d. the Electrical and Mechanical Engineering MOC group which includes the following MOCs:

i. Vehicle Technician (VEH TECH) - MOC 411,

ii. Weapons Technician (W TECH L) - MOC 421,

iii. Electro-Mechanical Technician (EL M TECH) - MOC 431,

iv. Fire Control Technician (Electronic) (FCT (ELEC)) - MOC 432,

v. Fire Control Technician (Optronic) (FCT(OPT)) - MOC 433,

vi. Fire Control System Technician (Land) (FCS TECH) - MOC 435, and

vii. Materials Technician (MAT TECH) - MOC 441;

e. the Military Engineers MOC group which includes the following MOCs:

i. Topographical Surveyor (TOPO SVYR) - MOC 141,

ii. Map Reproduction Technician (MAP REPRO TECH) - MOC 151,

iii. Construction Engineering Technician (CE TECH) - MOC 611,

iv. Structures Technician (STR TECH) - MOC 612,

v. Plumber Gas Fitter (PG FTR) - MOC 613,

vi. Electrician (ELECTN) - MOC 614,

vii. Construction and Maintenance Technician (CM TECH) - MOC 615,

viii. Refrigeration and Mechanical Technician (RM TECH) - MOC 621,

ix. Electrical Generating Systems Technician (EGS TECH) - MOC 622,

x. Stationary Engineer (STAT ENGR) - MOC 623,

xi. Water Sanitation and POL Technician (WSP TECH) - MOC 624,

xii. Mechanical Systems Technician (MS TECH) - MOC 625,

xiii. Construction Engineering Procedures Technician (CEP TECH) - MOC 631, and

xiv. Firefighter (FIREFTR) - MOC 651;

f. the Communications MOC group which includes the following MOCs:

i. Lineman (LMN) - MOC 052 (monitored),

ii. Radio Operator (RAD OP) - MOC 211 (monitored),

iii. Teletype Operator (TEL OP) - MOC 212,

iv. Radio Technician (RAD TECH) - MOC 221,

v. Terminal Equipment Technician (TE TECH) - MOC 222,

vi. Teletype and Cypher Technician (TEL TECH) - MOC 223,

vii. Communications Technician (COMM TECH) - MOC 224,

viii. Strategic Information System Technician (SIS TECH) - MOC 225,

ix. Aerospace Telecommunication & Information System Technician (ATIS TECH) - MOC 226,

x. Land Communication Information System (LCIS TECH) - MOC 227,

xi. Radar Technician (RDR TECH) - MOC 231,

xii. Communications Research (COMM RSCH) - MOC 291, and

xiii. Performance Oriented Electronic Training (POET) - MOC 490;

g. the Support/Logistics MOC group which includes the following MOCs:

i. Intelligence Operator (INT OP) - MOC 111,

ii. Military Police (MP) - MOC 811,

iii. Administrative Clerk (ADMIN CLK) - MOC 831,

iv. Finance Clerk (FIN CLK) - MOC 841,

v. Physical Education and Recreation Instructor (PERI) - MOC 851,

vi. Cook (COOK) - MOC 861,

vii. Steward (STWD) - MOC 862,

viii. Musician (MUSCN) - MOC 871,

ix. Postal Clerk (POST CLK) - MOC 881,

x. Supply Technician (SUP TECH) - MOC 911,

xi. Ammunition Technician (AMMO TECH) - MOC 921,

xii. Traffic Technician (TFC TECH) - MOC 933, and

xiii. Mobile Support Equipment Operator (MSE OP) - MOC 935; and

h. the Medical/Dental MOC group which includes the following MOCs:

i. Medical Assistant (MED A) - MOC 711,

ii. Operating Room Assistant (OP RM A) - MOC 713,

iii. Medical Laboratory Technician (MLAB TECH) - MOC 714,

iv. X-Ray Technician (X TECH) - MOC 715,

v. Preventive Medical Technician (PMED TECH) - MOC 716,

vi. Aero-Medical Technician (AERO MED TECH) - MOC 717,

vii. Dental Clinic Assistant (DENT CL A) - MOC 722,

viii. Dental Laboratory Technician (DLAB TECH) - MOC 723,

ix. Dental Equipment Technician (DE TECH) - MOC 724, and

x. Dental Hygienist (DENT HYGST) - MOC 725.

Annex B
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FEMALE PARTICIPATION IN INDIVIDUAL OCCUPATIONS

1. Female participation, as defined by the number of women and their representative percentage, in each individual military occupation (MOC) is summarized in the following tables for officers (Table BI) and non-commissioned members (NCMs) (Table BII). These results are based on the total strength of the Regular Force as of 1 January 1989 and 1997 for comparison purposes.

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Table BI: Female Participation in Regular Force Officer MOCs
(Based on Total Strength as of 1 January)

MOC	1989		1997		COMMENTS
	STRENGTH	PERCENT	STRENGTH	PERCENT	
11-GOL	1	0.8%	0	0.0%	Women in MOC 1988-1990.
12-GOS	0	0.0%	1	33.3%	Women since 1990.
21-ARMD (M)	1	0.2%	4	0.8%	Women since 1988.
22-ARTY (M)	2	0.3%	21	4.0%	Women since 1987.
23-INF (M)	4	0.3%	13	1.2%	Women since 1987.
24-ENGR (M)	N/A	N/A	27	6.9%	MOC created in 1996.
31-ANAV	25	2.3%	58	6.7%	Women since 1981.
32-PLT	43	1.5%	44	2.3%	Women since before 1980.
41-AERE	78	6.8%	80	10.5%	
42-CELE	84	6.8%	94	9.3%	
43-EME	32	6.0%	24	6.4%	
44-MARE (M)	18	1.8%	48	6.0%	Women since 1987.
45-MILE (M)	39	5.3%	4	10.0%	Women since before 1980.
46-AF ENGR (M)	N/A	N/A	19	8.0%	MOC created in 1996.
48-HCA	N/A	N/A	11	8.7%	MOC created in 1992.
49-PHYSIO	N/A	N/A	10	43.5%	MOC created in 1992.
51-DENT	34	13.8%	28	21.5%	
52-DAO	2	11.8%	3	27.3%	
53-PE&R	14	16.7%	13	33.3%	
54-PHARM	51	55.4%	35	53.0%	
55-MED	96	20.6%	62	19.6%	
56-MAO	40	17.7%	9	29.0%	
57-NURS	420	88.6%	240	80.0%	
58-SOCW	10	23.8%	12	35.3%	
59-PA(RC)	2	18.2%	3	15.8%	
61-CHAP(P)	4	3.9%	6	7.6%	
62-CHAP(RC)	0	0.0%	0	0.0%	No female RC priests.
63-ATC	60	15.8%	39	15.9%	
64-AWC	46	12.9%	24	9.0%	
65-FLE	0	0.0%	0	0.0%	CFR from MOC 091.
66-PAFF	7	12.5%	12	16.2%	
67-LEG	8	12.3%	9	11.4%	
68-PADM	89	24.0%	81	31.2%	
69-LOG	382	19.6%	328	25.4%	

(M denotes "monitored" MOC.)

Table BI: Female Participation in Regular Force Officer MOCs (Cont.)
(Based on Total Strength as of 1 January)

MOC	1989		1997		COMMENTS
	STRENGTH	PERCENT	STRENGTH	PERCENT	
71-MARS (M)	20	1.4%	108	9.3%	Women since 1988.
72-PSEL	22	19.5%	29	33.0%	
74-TRG DEV	12	9.2%	19	14.4%	
75-MUSC	0	0.0%	1	9.1%	Women since 1997.
76-POST	0	0.0%	1	11.1%	Women since 1992.
81-SECUR	18	8.9%	17	11.6%	
82-INT	9	6.5%	12	7.4%	
TOTAL	1718	9.3%	1573	11.3%	

(M denotes "monitored" MOC.)

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Table BII: Female Participation in Regular Force NCM MOCs
(Based on Total Strength as of 1 January)

MOC	1989		1997		COMMENTS
	STRENGTH	PERCENT	STRENGTH	PERCENT	
011-CRMN (M)	0	0.0%	10	0.6%	Women since 1988.
021-ARTYMN FD (M)	12	0.6%	21	1.5%	Women since 1988.
022-ARTYMN AD (M)	0	0.0%	8	2.7%	Women since 1990.
031-INFMN (M)	36	0.5%	13	0.2%	Women since 1988.
041-FD ENGR (M)	0	0.0%	14	1.3%	Women since 1988.
042-FEE OP	0	0.0%	0	0.0%	No women yet.
052-LMN (M)	3	0.8%	3	0.9%	Women since 1988.
065-NW TECH (M)	3	0.4%	7	1.4%	Women since 1989.
081-AES OP (M)	0	0.0%	5	2.2%	Women since 1990.
091-FLT ENGR (M)	4	1.0%	8	2.6%	Women since 1982.
111-INT OP	1	0.4%	5	2.2%	Women since 1989.
121-MET TECH	21	5.5%	8	3.4%	
131-SAR TECH	0	0.0%	0	0.0%	One woman in 1988.
141-TOPO SVYR	1	1.5%	3	4.4%	Women since 1989.
151-MAP REPRO	0	0.0%	1	2.9%	Women since 1990.
161-AIR T CON	90	19.1%	59	22.2%	
171-AD TECH	92	15.3%	58	18.0%	
181-BOSN (M)	4	0.5%	17	2.5%	Women since 1989.
191-OCEAN OP	143	73.3%	69	55.7%	
211-RAD OP (M)	51	2.9%	52	4.3%	Open before 1980.
212-TEL OP	355	37.9%	238	39.0%	
221-RAD TECH	125	10.6%	N/A	N/A	Closed in 1996.
222-TE TECH	16	9.3%	N/A	N/A	Closed in 1996.
223-TEL TECH	42	10.7%	N/A	N/A	Closed in 1996.
224-COMM TECH	1	0.3%	N/A	N/A	Closed in 1996.
225-SIS TECH	N/A	N/A	60	9.5%	Created in 1996.
226-ATIS TECH	N/A	N/A	48	7.5%	Created in 1996.
227-LCIS TECH	N/A	N/A	25	5.4%	Created in 1996.
231-RDR TECH	31	4.3%	N/A	N/A	Closed in 1996.
262-NAV SIG (M)	6	1.4%	36	9.1%	Women since 1988.
273-NAC OP (M)	4	1.1%	31	7.3%	Women since 1989.
274-NRAD OP (M)	6	1.4%	36	8.3%	Women since 1989.
275-NCI OP (M)	8	1.7%	38	7.5%	Women since 1988.
276-NES OP (M)	5	1.2%	17	4.0%	Women since 1988.
283-NE TECH A (M)	2	0.8%	8	3.5%	Women since 1989.

(M denotes "monitored" MOC.)

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Table BII: Female Participation in Regular Force NCM MOCs (Cont.)
(Based on Total Strength as of 1 January)

MOC	1989		1997		COMMENTS
	STRENGTH	PERCENT	STRENGTH	PERCENT	
284-NE TECH C (M)	4	1.3%	3	1.2%	Women since 1988.
285-NE TECH T (M)	5	1.2%	12	3.2%	Women since 1989.
286-NE TECH S	0	0.0%	0	0.0%	No women yet.
291-COMM RSCH	135	12.5%	12	18.4%	
312-MAR ENG MECH (M)	5	0.6%	12	2.6%	Women since 1988.
313-MAR ENG TECH (M)	0	0.0%	4	0.7%	Women since 1992.
314-MAR ENG ART	0	0.0%	0	0.0%	No women yet.
321-HULL TECH (M)	3	0.7%	3	0.8%	Women since 1988.
331-E TECH	0	0.0%	1	0.3%	Women since 1993.
332-MAR EL (M)	4	1.4%	4	2.6%	Women since 1988.
341-CL DIV	0	0.0%	0	0.0%	No women yet.
342-CL DIV TECH	0	0.0%	0	0.0%	No women yet.
411-VEH TECH	76	2.6%	49	2.2%	
421-W TECH L	9	1.8%	5	1.7%	
431-EL M TECH	1	0.8%	3	9.1%	
432-FCT ELEC	4	2.6%	5	3.2%	
433-FCT OPTR	3	4.6%	3	4.4%	
435-FCS TECH L	1	1.1%	2	3.3%	Women since 1989.
441-MAT TECH	0	0.0%	1	0.4%	Women since 1990.
490-POET	40	8.8%	N/A	N/A	No one since 1994.
511-AE TECH	92	5.6%	57	5.5%	
512-AF TECH	190	9.3%	114	8.3%	
513-AVN TECH	0	0.0%	4	1.5%	
514-AVN TECH	N/A	N/A	9	9.7%	MOC created in 1996.
521-IS TECH	74	10.6%	46	9.7%	
524-CRS TECH	135	8.9%	97	10.1%	
525-AVS TECH	0	0.0%	5	2.6%	Women since 1990.
526-AVS TECH	N/A	N/A	1	3.7%	MOC created in 1996.
531-SS TECH	76	13.0%	54	13.7%	
541-PHT TECH	95	21.1%	63	22.7%	
551-IE TECH	103	8.3%	63	7.9%	
561-MTL TECH	11	3.5%	7	3.2%	
562-MACH	2	2.3%	1	1.5%	
563-REF TECH	1	0.5%	2	1.3%	
565-ACS TECH	N/A	N/A	3	9.4%	MOC created in 1996.
571-W TECH A	3	33.3%	N/A	N/A	No one since 1995.

(M denotes "monitored" MOC.)

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Table BII: Female Participation in Regular Force NCM MOCs (Cont.)
(Based on Total Strength as of 1 January)

MOC	1989		1997		COMMENTS
	STRENGTH	PERCENT	STRENGTH	PERCENT	
572-AWS TECH	84	9.2%	54	9.4%	
611-CE TECH	1	1.1%	0	0.0%	No women since 1992.
612-STR TECH	0	0.0%	0	0.0%	No women since 1982.
613-PG FTR	1	0.7%	0	0.0%	No women since 1993.
614-ELECTN	2	1.3%	1	0.9%	
615-CM TECH	0	0.0%	0	0.0%	No women yet.
621-RM TECH	3	1.5%	2	1.5%	
622-EGS TECH	3	1.8%	2	1.5%	
623-STAT ENG	2	2.3%	1	2.6%	
624-WSP TECH	3	3.3%	3	3.8%	
625-MS TECH	0	0.0%	1	1.8%	
631-CEP TECH	39	19.8%	34	24.8%	
651-FIREFTR	4	0.5%	3	0.5%	
711-MED A	328	20.4%	306	26.2%	
713-OP RM A	4	10.3%	5	20.0%	
714-MLAB TECH	20	22.2%	25	45.5%	
715-X TECH	20	23.8%	9	26.5%	
716-PMED TECH	2	2.3%	4	5.1%	
717-AERO MED TECH	0	0.0%	0	0.0%	No women since 1989.
722-DENT CL A	135	51.1%	83	51.6%	
723-DLAB TECH	11	14.9%	0	0.0%	
724-DE TECH	3	14.3%	2	28.6%	
725-DENT HYGST	50	75.8%	44	77.2%	
811-MP	206	11.4%	121	10.3%	
831-ADMIN CLK	1353	37.0%	1074	42.7%	
841-FIN CLK	428	32.2%	350	38.5%	
851-PERI	33	7.3%	11	5.1%	
861-COOK	191	10.8%	151	12.7%	
862-STWD	38	4.9%	43	8.9%	
871-MUSCN	54	12.8%	31	14.7%	
881-POST CLK	14	7.2%	16	12.9%	
911-SUP TECH	1187	27.1%	805	26.9%	
921-AMMO TECH	16	8.6%	12	7.8%	
933-TFC TECH	136	15.1%	104	16.9%	
935-MSE OP	418	13.2%	239	12.2%	
TOTAL	6923	10.0%	5209	10.5%	

(M denotes "monitored" MOC.)

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This project report provides a discussion of female participation in the Regular Force of the Canadian Forces (CF). With the removal of restrictions or the employment of women in the CF as ordered by the Canadian Human Rights Tribunal in 1989 and the downsizing efforts of the the Regular Force sinc the early 1990's, the participation of women in the military has changed over the last eight years. With the reductions, the overall numbers of both women and men are currently below 1989 levels. However, the proportional decrease has generally been greater for men that it has been for women, resulting in the female representation rate being higher than it was in 1989. This trend is seen for both officers and non-commissioned members (NCMs), although female representation rates have decreased slightly for NCMs since peaking in 1994 while female representation rates continue to increase for officers. Female participation continues to be highest in the more traditional types of occupational (MOC) groups for women (ex. medical/dental and support) and lowest in the operational type MOC groups.

14. KEYWORDS, DESCRIPTORS or IDENTIFIERS (technically meaningful terms or short phrases that characterize a document and could be helpful f cataloguing the document. They should be selected so that no security classification is required. Identifiers, such as equipment model designation, trade name, military project code name, geographic location may also be included. If possible keywords should be selected from a published thesaurus, e.g. Thesaurus of Engineering and Scientific Terms (TEST) and that thesaurus-identified . If it is not possible to select indexing terms which are Unclassified, the classification of each should be indicated as with the title.)

Gender Integration
Military Personnel
Female Representation
Military Occupation